

PHIP WFD Committee  
**Work Plan Status Update**  
 April 2004

PHIP WFD Objectives	Products	Accomplishments To Date	Status Next Steps
<b>Enumeration - Everybody Counts!</b> Enumerate and describe the composition of the current public health workforce in terms of education, demographics, length of employment and basic responsibilities to provide baseline information from which to initiate estimates of workforce training and recruitment needs	Brief survey to be completed by all public health workers, either on-line or by mail, and a published report	<ul style="list-style-type: none"> <li>• Survey designed and data collected in November-December 2003</li> <li>• Data cleaned and analyzed. Jan-Feb 2004</li> <li>• Report drafted and published March-April 2004</li> <li>• Next Steps identified April-May 2004</li> </ul>	<b>Completed</b>  April 5, 2005
<b>Training / Performance Improvement Plan</b> Use Standards Baseline data, coupled with other workforce assessments, to identify training needs and link them to published competencies. Complete this work as a foundation for setting priorities for workforce development to be pursued throughout the biennium. Update orientation materials and maintain them on the web.	<ul style="list-style-type: none"> <li>• Prioritized list of identified training needs and tools for training</li> <li>• A recommended training approaches that links to findings from other relevant WFD data sources with Standards Baseline data.</li> <li>• Updated on-line PHO orientation package</li> <li>• Completion of Program Evaluation pilot with recommendations for:</li> <li>• Addressing additional factors that help support and sustain individual and organizational performance</li> <li>• Measures and/or tools that measure competency</li> </ul>	<ul style="list-style-type: none"> <li>• Subcommittee to meet 4/16</li> <li>• Assessment data to be reviewed and priorities determined</li> <li>• Other content priorities:</li> <li>• Update PHO orientation</li> <li>• Pilot program evaluation strategy to increase and sustain organizational performance</li> </ul>	In process
<b>LMS</b> Establish a Learning Management System (LMS) in Washington State that is used by local and state public health agencies and staff	A contract with a vendor to provide a tool that enables organizations and individuals to access information about and register to attend multiple training opportunities, in multiple formats: on-line, classes, audio and video, satellite, peer consultation	<ul style="list-style-type: none"> <li>• Selection subcommittee reviewed functional and technical requirements Oct 2003</li> <li>• SOW generated and reviewed by WA stakeholders and sent to CDC January 2004</li> <li>• SOW currently in review by GSA Feb 2004 - present</li> </ul>	<ul style="list-style-type: none"> <li>• In process</li> <li>• Vendor demos in May 2004</li> <li>• RFP announced in June 2004</li> <li>• Vendor selection and contract negotiated July 2004</li> <li>• Implementation planning August</li> </ul>

<b>Multi state Regional Network</b> Continue development of a multi-state learning network in order to share best practices, coordinate training and curriculum development, and to share developments in public health research.	Regional Network meetings and list serve communication Coordinated distance learning opportunities and curriculum development		
<b>Leadership Development</b> Foster leadership development within public health to ensure that decision makers are well prepared to respond to urgent public health issues and to lead communities in improving health	A multi-state leadership institute for public health Annual workshops for local public health policy makers		

Note: Everybody Counts: <http://www2.doh.wa.gov/phip/survey/everybodycounts/default.htm>